

# 2019-2021 CONTRACT HIGHLIGHTS FOR UNIT 3 EMPLOYEES

## 2019-2020

- 2% Wage Increase Effective July 2019
- Weekend Differential of .10 cents an hour for shifts starting at or after 2pm Fridays to 11:50pm Sunday
- Deferred Contribution increase from .1% to .68% (Increase .58%)
- Ballistic Vest reimbursement increased to \$1,000 and expanded to Police Assistants, MSG's and O.A.'s in public facing positions
- One time payment in July of \$600 for full time and \$206 for part time

COLLECTIVE BARGAINING

## 2020-2021

- 1% Wage Increase Effective July 2020
- Deferred Contribution increase from .68% to .1.61% (increase of .93%)
- Another one time payment in July of \$600 for full time and \$274 for part time.

# OTHER NEW UNIT 3 BENEFITS

## LANGUAGE TO HELP MEMBERS...



- Line of Duty Death health insurance for the families of fallen members
  - One extra personal day
- Winter Uniform jackets for MSG's in Water & Transit
  - Ability to use City email to inform members
  - Training pay for Sky Harbor and Police Dispatch
- Defining and immortalizing permanent work schedules and paid lunches
- Minimum 48 hour advanced notice to get a union rep

- Optional flex time in various departments
- Better representation opportunities
- Union being on Interview panels
- Established first civilian honor guard in the state of Arizona
- Meetings to conduct a city wide job study
- Meeting to discuss seniority and schedules in Library
- New Donated leave program for ill members
- Received additional bonus (0.25%) to package compared to most other units



## ...AND STRENGTHEN THE LOCAL



Total Compensation package: 2019- \$6,766,000 (3.25%). 2020- \$5,315,000 (2.5%)